

The Effect Of Supervisory Process To The Level Of Competence Among Counsellor Trainees

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ABSTRAK

The purpose of this study was to investigate the effect of supervisory process to the level of competence among counsellor trainees in UNIMAS. The independent variable for this study was supervisory process, with two sub scales: Theoretical orientation, which measured using Selective Theory Sorter-Revised (STS-R), and demographic variable (mode, frequency, length) which measured using personal report. The dependent variable of this study was level of competence of counsellor trainees, which was measured from three aspects: Primary counselling skills, professional ethics, and professional behaviour using instrument Counselling Competencies Scale (CCS). The research design of this study was quantitative in nature, using survey research. The sample size used in this research was 76 counsellor trainees, in which 37 of them were from Year 3 of study while 39 of them were from Year 4 of study from counselling programme in UNIMAS. The respondents were selected using the proportionate stratified random sampling technique. The test analyses used were one-way analysis of variance (ANOVA) and independent samples T-test. From the results, the result for mode of supervision was $F(2, 73) = 9.06$; $p = 0.00 < 0.05$. Besides, for the frequency of supervision, the result was $F(4, 71) = 0.20$; $p = 0.94 > 0.05$. Furthermore, the result of length of supervision was $F(4, 71) = 3.28$; $p = 0.02 < 0.05$. Additionally, the result for congruence of theoretical orientation was $t(74) = 0.46$; $p = 0.65$ (two-tailed), $p > 0.05$. Thus, the overall results showed that the factors (mode and length) had significant effect to the level of competence of counsellor trainee ($p < 0.05$), aligned with Conscious Competence Learning Theory and Model of Dynamic Process for Supervisee Learning, where truly responsive supervision can boost supervisee learning. Insignificance of factors (frequency and theoretical orientation), with $p > 0.05$, contradicted with System Approach in Supervision Model (SAS) due to the difference in environmental context (Nor Mazlina Ghazali, 2015). Future work will be needed in assessing more factors in supervisory process for similar studies to be carried out. In addition, the location of the study can be varied to carry out the study using a more diverse population. Moreover, future researchers are encouraged to use a mixed method of data collection method by adding qualitative method of interview for additional information in the study.

Keywords: Supervisory Process; Level of Competence, Counselor Trainees; Demographic Variable; Theoretical Orientation